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**From:** Nassif, Julianne (DPH)  
**Sent:** Friday, December 23, 2011 5:39 PM  
**To:** Connolly, Grace (DPH)  
**Subject:** Re: Staff Working on 12/26/11

Hahaha

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**From:** Connolly, Grace (DPH)  
**Sent:** Friday, December 23, 2011 05:28 PM  
**To:** Stiles, Tracy (DPH); Caloggero, Dina (DPH)  
**Cc:** Nassif, Julianne (DPH)  
**Subject:** Re: Staff Working on 12/26/11

My parents are coming tonight and staying for many days. Maybe I'll see if Cheryl needs help on Monday.

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**From:** Stiles, Tracy (DPH)  
**Sent:** Friday, December 23, 2011 05:20 PM  
**To:** Caloggero, Dina (DPH)  
**Cc:** Connolly, Grace (DPH); Nassif, Julianne (DPH)  
**Subject:** Re: Staff Working on 12/26/11

When Cheryl asked if she could work she told me she'd like to do it for time. I reminded her to use the time within 60 days.

Sent from my iPhone

On Dec 23, 2011, at 5:18 PM, "Caloggero, Dina (DPH)" <[Dina.Caloggero@MassMail.State.MA.US](mailto:Dina.Caloggero@MassMail.State.MA.US)> wrote:

I don't think the Cheryl spoke to Jill

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**From:** Caloggero, Dina (DPH)  
**Sent:** Friday, December 23, 2011 5:18 PM  
**To:** Connolly, Grace (DPH); Nassif, Julianne (DPH); Stiles, Tracy (DPH)  
**Subject:** RE: Staff Working on 12/26/11

Spoke to Tracy. Cheryl Gauthier is coming in on Monday to read plates.

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**From:** Connolly, Grace (DPH)  
**Sent:** Friday, December 23, 2011 5:16 PM  
**To:** Caloggero, Dina (DPH); Nassif, Julianne (DPH); Stiles, Tracy (DPH)  
**Subject:** Re: Staff Working on 12/26/11

Is anyone scheduled to work?

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**From:** Caloggero, Dina (DPH)  
**Sent:** Friday, December 23, 2011 03:26 PM  
**To:** Nassif, Julianne (DPH); Stiles, Tracy (DPH); Connolly, Grace (DPH)

**Subject:** FW: Staff Working on 12/26/11

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**From:** Clemmer, Jill (DPH)  
**Sent:** Friday, December 23, 2011 2:49 PM  
**To:** Elvin, Paul (DPH); Hennigan, Scott (DPH); Konomi, Raimond (DPH); Gauthier, Cheryl (DPH); Belanger, Peter (DPH); Rubin, Alan (DPH); Salemi, Charles (DPH); Borne, Alan (DPH)  
**Cc:** Borne, Deborah (DPH); Han, Linda (DPH); Caloggero, Dina (DPH)  
**Subject:** FW: Staff Working on 12/26/11

FYI, please inform your staff of their option to choose a days pay or a compensatory day within 60 days if they are required to work on the 12/26/11 holiday. Thank you.

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**From:** Caloggero, Dina (DPH)  
**Sent:** Friday, December 23, 2011 11:51 AM  
**To:** King, Karen (EHS)  
**Cc:** Clemmer, Jill (DPH); Han, Linda (DPH)  
**Subject:** RE: Staff Working on 12/26/11

Hi Karen,

Can you respond to this? My understanding is that the provisions outlined in section 10.5 will be implemented.

Thanks...Dina

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**From:** Clemmer, Jill (DPH)  
**Sent:** Friday, December 23, 2011 11:29 AM  
**To:** Caloggero, Dina (DPH)  
**Subject:** FW: Staff Working on 12/26/11

Hi Dina –

I sent this to Linda without much lead-time... Since she's out, can you give it a look and reply?

Thank you!

MERRY MERRY,  
Jill

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**From:** Clemmer, Jill (DPH)  
**Sent:** Friday, December 23, 2011 7:52 AM  
**To:** Han, Linda (DPH)  
**Subject:** Staff Working on 12/26/11

Hi Linda –

I've heard that some of our laboratories will have mandatory staffing on the Christmas Holiday, 12/26/11. I trust that the options of a days pay or a compensatory day off within 60days are being offered to these employees – can you confirm that the options have been communicated? The MOSES contract excerpt covering Holiday pay is listed below for reference, I believe that section10.5 is relevant. Please let me know if I can assist with

communicating this to the laboratories that will be staffed that day, or if you have any contract questions.

Thanks,

Jill

MOSES Contract Holiday Pay Sections:

Section 10.3

When a holiday occurs on the regular scheduled workday of an employee, he/she, if not required to work that day, shall be entitled to receive his/her regular day's pay for such holiday.

Section 10.4

When a holiday occurs on a day that is not an employee's regular workday, if the employee's usual workweek is five or more days, he/she at the option of the Employer shall receive pay for one day at his/her regular rate or one compensatory day off with pay within sixty days following the holiday to be taken at a time requested by the employee and approved by the agency head.

Section 10.5

Notwithstanding any other contract provisions, an employee who is required to work his/her regular shift on a holiday (and the employee was not otherwise scheduled to work said holiday), shall be entitled to elect, for the first five times per calendar year that such occurs to receive either: (a) one day's pay in addition to regular pay for compensation for working on the holiday; or (b) a compensatory day off with pay within sixty days following the holiday to be taken at a time requested by the employee and approved by the agency head or if a compensatory day cannot be granted by the agency/department because of a shortage of personnel or other reasons then he/she shall be entitled to pay for one day at his/her regular rate of pay in addition to pay for the holiday worked.

Once five such occasions per calendar year have passed, the employee shall then receive a compensatory day off with pay within sixty days following the holiday to be taken at a time requested by the employee and approved by the agency head or if a compensatory day cannot be granted by the agency/department because of a shortage of personnel or other reasons then he/she shall be entitled to pay for one day at his/her regular rate of pay in addition to pay for the holiday worked.